

OFFICIAL BOND

BOND NO. S262918

THE STATE OF ALABAMA, }

SHELBY County

Know All Men By These Presents

That we SANDRA M. PHILLIPS

as Principal & EMPLOYERS MUTUAL CASUALTY COMPANY, as

Surety are held and firmly bound unto the State of Alabama, in the sum of Ten Thousand and No/100 (\$10,000.00) Dollars, for the payment of which well and truly to be made and done, we bind ourselves, our heirs, executors, administrators and assigns, firmly by these presents, and we hereby waive our right to claim personal property exempt under the laws of Alabama.

Sealed with our seals, and dated this 10TH day of APRIL, 2000

The condition of the above obligation, That whereas the above bound

SANDRA M. PHILLIPS

was duly appointed to the office

of Notary Public on the 18th day of April, 2000; for the term of 4 years from the 18th

April

in Precinct No. _____ in and for said County.

Now, if the said SANDRA M. PHILLIPS shall faithfully perform and discharge all the

of said office during his continuance therein then the above obligation to be void, otherwise to remain in full force and effect.

Sandra M. Phillips (L.S.)
(L.S.)

EMPLOYERS MUTUAL CASUALTY COMPANY (L.S.)

BY: Patsy Parrish (L.S.)

PATSY PARRISH

Attorney-in-Fact

Patsy Parrish
Authorized Resident Agent

Taken and approved this 18th day of April, 2000

Patricia Lynn Schmieder
Judge of Probate

THE STATE OF ALABAMA, }

Shelby County

OATH OF OFFICE

I, SANDRA M. PHILLIPS

solemnly swear that I will support the constitution of the United States, and the constitution of the State of Alabama, so long as I continue a citizen thereof; and that I will faithfully and honestly discharge the duties of the office upon which I am about to enter, to the best of my ability. So help me God.

Subscribed and sworn to before me this 10th day of April, 2000

Sharon K. Cochran
Notary Public

Sandra M. Phillips

EMC Insurance Companies

P.O. Box 712 • Des Moines, Iowa 50303

No. 40322

CERTIFICATE OF AUTHORITY INDIVIDUAL ATTORNEY-IN-FACT

KNOW ALL MEN BY THESE PRESENTS, that:

1. Employers Mutual Casualty Company, an Iowa Corporation
2. EMCASCO Insurance Company, an Iowa Corporation
3. Union Insurance Company of Providence, an Iowa Corporation
4. Illinois EMCASCO Insurance Company, an Illinois Corporation

5. Dakota Fire Insurance Company, a North Dakota Corporation
6. EMC Property & Casualty Company, an Iowa Corporation
7. The Hamilton Mutual Insurance Company, an Ohio Corporation

hereinafter referred to severally as "Company" and collectively as "Companies", each does, by these presents, make, constitute and appoint:

THOMAS A. ROBERTS, H. CARLTON RUSHIN, PATSY PARRISH, IVEY JACKSON, BEN I. JACKSON JR., INDIVIDUALLY, BIRMINGHAM, ALABAMA

its true and lawful attorney-in-fact, with full power and authority conferred to sign, seal, and execute its lawful bonds, undertakings, and other obligatory instruments of a similar nature as follows:

IN AN AMOUNT NOT EXCEEDING ONE MILLION DOLLARS

(\$1,000,000.00)

and to bind each Company thereby as fully and to the same extent as if such instruments were signed by the duly authorized officers of each such Company, and all of the acts of said attorney pursuant to the authority hereby given are hereby ratified and confirmed.

04/19/2000-12808
09:42 AM CERTIFIED
SHELBY COUNTY JUDGE OF PROBATE
17.00

The authority hereby granted shall expire

August 1, 2002

unless sooner revoked.

AUTHORITY FOR POWER OF ATTORNEY

This Power-of-Attorney is made and executed pursuant to and by the authority of the following resolution of the Boards of Directors of each of the Companies at a regularly scheduled meeting of each company duly called and held in 1999:

RESOLVED: The President and Chief Executive Officer, any Vice President, the Treasurer and the Secretary of Employers Mutual Casualty Company shall have power and authority to (1) appoint attorneys-in-fact and authorize them to execute on behalf of each Company and attach the seal of the Company thereto, bonds and undertakings, recognizances, contracts of indemnity and other writings obligatory in the nature thereof, and (2) to remove any such attorney-in-fact at any time and revoke the power and authority given to him or her. Attorneys-in-fact shall have power and authority, subject to the terms and limitations of the power-of-attorney issued to them, to execute and deliver on behalf of the Company, and to attach the seal of the Company thereto, bonds and undertakings, recognizances, contracts of indemnity and other writings obligatory in the nature thereof, and any such instrument executed by any such attorney-in-fact shall be fully and in all respects binding upon the Company. Certification as to the validity of any power-of-attorney authorized herein made by an officer of Employers Mutual Casualty Company shall be fully and in all respects binding upon this Company. The facsimile or mechanically reproduced signature of such officer, whether made heretofore or hereafter, wherever appearing upon a certified copy of any power-of-attorney of the Company, shall be valid and binding upon the Company with the same force and affect as though manually affixed.

IN WITNESS WHEREOF, the Companies have caused these presents to be signed for each by their officers as shown, and the Corporate seals to be hereto affixed this

20th day of September, 1999

Bruce G. Kelley

Bruce G. Kelley, Chairman
of Companies 2, 3, 4, 5 & 6; President
of Company 1; Vice Chairman and
CEO of Company 7

Donald L. Coughenower

Donald L. Coughenower
Assistant Secretary

Seals



RUTA KRUMINS
MY COMMISSION EXPIRES
September 30, 2000

On this 20th day of September AD 1999 before me a Notary Public in and for the State of Iowa, personally appeared Bruce G. Kelley and Donald L. Coughenower, who, being by me duly sworn, did say that they are, and are known to me to be the Chairman, President, Vice Chairman and CEO, and/or Assistant Secretary, respectively, of each of The Companies above; that the seals affixed to this instrument are the seals of said corporations; that said instrument was signed and sealed on behalf of each of the Companies by authority of their respective Boards of Directors; and that the said Bruce G. Kelley and Donald L. Coughenower, as such officers, acknowledge the execution of said instrument to be the voluntary act and deed of each of the Companies. My Commission Expires September 30, 2000.

Ruta Krumins
Notary Public in and for the State of Iowa

CERTIFICATE

I, David L. Hixenbaugh, Vice President of the Companies, do hereby certify that the foregoing resolution of the Boards of Directors by each of the Companies, and this Power of Attorney issued pursuant thereto on September 20, 1999

on behalf of Thomas A. Roberts, H. Carlton Rushin, Patsy Parrish, Ivey Jackson, Ben I. Jackson Jr.

are true and correct and are still in full force and effect.

In Testimony Whereof I have subscribed my name and affixed the facsimile seal of each Company this 10TH day of APRIL, 2000

David L. Hixenbaugh

Vice-President

For verification of the authenticity of the Power of Attorney you may call (515) 280-2689.